

Outcome Goal 3.1: Reduce Workplace Injuries, Illnesses, and Fatalities

Performance Goal 3.1A	
<p>FY 2004: Reduce the mine industry fatal injury incidence rate by 15% per year, and reduce the mine industry all-injury incidence rate 50% below the FY 2000 baseline by the end of FY 2005. In FY 2004 this equates to a 19% reduction in the all-injury incidence rate.</p> <p>FY 2003: Reduce the mine industry fatal injury incidence rate by 15% per year, and reduce the mine industry all-injury incidence rate 50% below the FY 2000 baseline by the end of FY 2005. For FY 2003 this equates to a 17% reduction.</p> <p>FY 2002: Reduce the number of mine fatalities by 15% and non-fatal injury incidence rate 50% over a four year period (FY 2001-2004) – in FY 2002 17% below the baseline.</p> <p>FY 1999–FY 2001: Reduce the number of mine fatalities and the non-fatal injury rate to below the average for the previous five years.</p>	
Results	<p>FY 2002: The goal was not achieved.</p> <ul style="list-style-type: none"> Fatalities: Baseline is 88 fatalities; Target = 64; Fatalities = 71 Nonfatal-days-lost incidence rate: Baseline is 3.46 NFDL incidence rate; Target = 2.87; NFDL = 3.15 <p>FY 2001: The goal was achieved.</p> <ul style="list-style-type: none"> Fatalities: Average FY 1996-2000 = 89; FY 2001 = 71 Nonfatal-days-lost incidence rate: Average FY 1996-2000 = 3.65; FY 2001 = 3.31 <p>FY 2000: The goal was substantially achieved.</p> <ul style="list-style-type: none"> Fatalities: Average FY 1995-1999 = 89; FY 2000 = 88* Nonfatal-days-lost incidence rate: Average FY 1995-1999 = 3.83; FY 2000 = 3.46 In August 2001, a fatality in FY 2000 was deemed not chargeable, thus reducing the number from 89 to 88. <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> Fatalities: FY 1994–1998 Average = 92; FY 1999 = 82 Nonfatal-days-lost incidence rate: FY 1994–1998 Average = 4.07; FY 1999 = 3.51
Indicator	The number of mining fatalities per 200,000 hours worked and all injuries (including fatalities) per 200,000 hours..
Data Source	Mine Accident, Injury, and Employment information mine operators and contractors report to MSHA under Title 30 Code of Federal Regulations Part 50.
Baseline	The baseline year is the FY 2000 fatal injury incidence rate .028 and actual yearly result; and the ALL injury incidence rate 5.07.
Comment	For FY 2003, the goals are being changed to reflect a more statistically accurate measurement than the previous measurement of the number of fatalities and the non-fatal-days-lost injury incidence rate. This new measurement will more accurately measure annual changes in mine safety levels.
Performance Goal 3.1B	
<p>FY 2004: Reduce the percentage of respirable coal dust samples exceeding the applicable standards by 5% for designated occupations and reduce the percentage of silica dust samples in metal and nonmetal mines exceeding the applicable standards by 5% for high risk occupations; and reduce the percentage of noise exposures above the citation level in all mines by 5%.</p> <p>FY 2003: Reduce the percentage of respirable coal dust samples exceeding the applicable standards by 5 percent for designated occupations in coal mines, and reduce the percentage of silica dust samples in metal and nonmetal mines exceeding the applicable standards by 5 percent for</p>	

<p>designated high-risk occupations. Reduce the percentage of noise exposures above the citation level in all mines by 5 percent.</p> <p>FY 2002: Reduce the percentage of respirable coal dust samples exceeding the applicable standards by 5% for designated occupations; reduce the percentage of silica dust samples in metal and nonmetal mines exceeding the applicable standards by 5% for high risk occupations; and reduce the percentage of noise exposures above the citation level in all mines by 5%.</p> <p>FY 1999– 2001: Reduce by 5% the percentage of coal dust and silica dust samples that are out of compliance for coal mines and metal and nonmetal high risk mining occupations, respectively.</p>	
Results	<p>FY 2002: The goal was not achieved.</p> <ul style="list-style-type: none"> Coal Dust goal: Baseline: percent of samples over the applicable standard = 15%; Target = 14.2%; Actual = 15.0% of samples are over the applicable standard. Silica Dust goal: Baseline: percent of samples exceeding the applicable standards = 9.3%; Target = 8.8%; Actual = 6.6% Noise Exposures goal: Baseline: percent of samples above the citation level = 9.0%; Target = 8.6%; Actual = 6.6% Diesel Particulate goal: takes effect in FY 2003, as of this time no performance data is available to set a baseline for measurement of this goal. <p>FY 2001: The goal was achieved.</p> <ul style="list-style-type: none"> Coal Dust goal: 5% reduction; Target: 11.1%; Actual: 10.2% reduction Silica Dust goal: <80% index points: Actual 64% index points <p>FY 2000: The goal was achieved.</p> <ul style="list-style-type: none"> Coal dust goal: 5% reduction; Target: 11.7%; actual: 11.2% reduction Silica dust goal: < 85 index points; actual: 65.3 index points <p>FY 1999: The goal was achieved.</p> <ul style="list-style-type: none"> Coal dust goal: 5% reduction; actual: 11.6% reduction Silica dust goal <90 index points; actual: 75.1 index points.
Indicator	Percent samples out of compliance with the respirable coal mine dust standard for designated occupations and the percent of silica dust samples for high risk occupations that are out of compliance with the metal and nonmetal mines standard. Compliance with permissible level for noise in all mines and compliance with the diesel particulate matter standards for all mines.
Data Source	Dust samples collected by MSHA inspectors. Coal Mine Safety and Health Management Information System and Metal and Nonmetal Mine Safety and Health Management Information System
Baseline	Coal dust: 4,530S samples in FY 2002; 679 over applicable standard (15.0%) Silica dust: 1,391 samples in FY 2002; 125 over applicable standard (9.0%) Noise: 37,190 samples in FY 2000-200; 3,449 not in compliance (9.3%)
Comment	Respirable dust, silica, and noise exposures are major health hazards to miners. Prevention of pneumoconiosis (black lung disease), silicosis, hearing loss and diesel particulate exposure is a priority health initiative.

Performance Goal 3.1C	
FY 2004: Reduce occupational fatalities by 5 percent from baseline. *	
Results	FY 2003: N/A This is a new goal for FY 2003.
Indicator	Percent change in the rate of fatalities per 100,000 workers. **
Data Source	OSHA Integrated Management Information System (IMIS) Bureau of Labor Statistics (BLS) Current Employment Statistics (CES)
Baseline	FY 2000 – FY 2002 rate of OSHA inspected fatalities per 100,000 workers. ***
Comment	<p>* This new strategic goal is to reduce the rate of OSHA inspected fatalities by a total of 15 percent from FY 2003 to FY 2008. The rate will be calculated as a three-year moving average to reduce fluctuations in order to highlight trends. Final FY 2003 IMIS fatality data will be available November 2003. Final FY 2003 BLS CES data will be available January 2004. Preliminary FY 2003 BLS CES data will be available October 2003.</p> <p>** Rate will be calculated using the number of OSHA inspected fatalities recorded in IMIS divided by employment (BLS CES) per 100,000 workers.</p> <p>*** Baseline will be available in March 2003.</p>
Performance Goal 3.1D	
FY 2004: Reduce occupational injuries and illnesses by 8 percent from baseline. *	
Results	FY 2003: N/A This is a new goal for FY 2003.
Indicator	Percent change in the days away from work case rate per 100 workers.
Data Source	Bureau of Labor Statistics (BLS) Annual Survey of Occupational Injuries and Illnesses (ASOII)
Baseline	CY 2002 **
Comment	<p>* This new strategic goal is to reduce the total rate of days away from work cases by 20% from FY 2003 – FY 2008. FY 2003 data will be available December 2004.</p> <p>** CY 2002 BLS lost workday injury and illness rate data will be available December 2003.</p>

Outcome Goal 3.2: Foster Equal Opportunity Workplaces

Performance Goal 3.2A
<p>FY 2004: Federal contractors achieve equal opportunity workplaces as indicated by:</p> <ul style="list-style-type: none">• Reducing the incidence of discrimination among Federal contractors to 9 percent.• Increasing compliance among Federal contractors in all other respects of equal opportunity workplace standards to 61 percent.
<p>FY 2003: Federal contractors achieve equal opportunity workplaces as indicated by:</p> <ul style="list-style-type: none">• Reducing the incidence of discrimination among Federal contractors to 9 percent.• Increasing compliance among Federal contractors in all other respects of equal opportunity workplace standards to 59 percent.
<p>FY 2002: Federal contractors achieve equal opportunity workplaces as indicated by:</p> <ol style="list-style-type: none">1. Improving the equal employment opportunity performance of federal contractors and subcontractors within industries where data indicate the likelihood of equal employment opportunity problems is greatest. In FY 2002, contractors in SIC Group 50 and SIC Group 87 that participate in specified DOL/OFCCP compliance assistance activities and are subsequently evaluated will have:<ul style="list-style-type: none">• Better EEO performance in selection system evaluations as indicated by less severe Case Management Systems (CMS) closure types than contractors in SIC Groups 50 and 87 that did not participate in specified DOL/OFCCP compliance assistance activities. In FY 2002, DOL/OFCCP will improve by 1 percent the rate of compliance findings over the baseline for SIC 50 and SIC 87.• Better EEO performance in selection system evaluations as indicated by less severe violations or deficiencies than contractors in SIC Groups 50 and 87 that did not participate in specified DOL/OFCCP compliance assistance activities. In FY 2002, DOL/OFCCP will reduce by 1 percent the rate of findings of severe violations from the baseline for SIC 50 and SIC 87.• Better EEO performance in selection system evaluations as indicated by evaluation type than contractors in SIC Groups 50 and 87 that did not participate in specified DOL/OFCCP compliance assistance activities. In FY 2002, DOL/OFCCP will increase by 1 percent the rate of focused and offsite compliance evaluation types over the baseline for SIC 50 and SIC 87.2. Improving the equal employment opportunity performance of federal contractors and subcontractors that have had prior contact with DOL/OFCCP through evaluations, outreach, or technical assistance. In FY 2002, contractors and subcontractors that are selected for evaluation, outreach, or compliance assistance activities will have:<ul style="list-style-type: none">• Better EEO performance in selection system evaluations as indicated by less severe CMS closure types than contractors that did not have prior contact with DOL/OFCCP. In FY 2002 DOL/OFCCP will improve by 1 percent the rate of compliance findings over the baseline for all supply and service closures.• Better EEO performance in selection system evaluations as indicated by less severe violations or deficiencies than contractors that did not have prior contact with DOL/OFCCP. In FY 2002 DOL/OFCCP will reduce by 1 percent the rate of findings of severe violations from the baseline.• Better EEO performance in selection system evaluations as indicated by evaluation type than contractors that did not have prior contact with DOL/OFCCP. In FY 2002 DOL/OFCCP will increase by 1 percent the rate of focused and offsite compliance evaluation types over the baseline.
<p>FY 2001: Identify those industries where data indicate the likelihood of equal employment opportunity problems is greatest and establish baselines; establish baselines for contractors and subcontractors that have had prior contact with DOL/OFCCP through evaluations, outreach or technical assistance; and establish baselines for reducing compensation discrimination by federal contractors and subcontractors.</p>

FY 1999 - 2000: N/A.	
Results	<p>FY 2002: The goal was achieved. The Department fully achieved all six indicators measuring improvements in the industries with the greatest likelihood of equal opportunity problems, and the three indicators measuring improvements by contractors and subcontractors previously contacted.</p> <p>FY 2001: The goal was not achieved. For the first indicator, two industries were identified where the data indicate the likelihood of equal employment opportunity problems is greatest, and baselines indicating the extent of problems previously found were established. With regard to the second indicator, OFCCP established a baseline for Federal contractors and subcontractors that had failed previous compliance evaluations, but not for those contacted only through outreach or technical assistance. OFCCP did not develop a separate baseline for compensation discrimination, but included this issue in the baselines created for the preceding two indicators.</p> <p>FY 1999 - 2000: N/A.</p>
Indicator	Trends/changes in compliance and violation rates and EEO-1 data. Trends/changes in data gathered from evaluations and from Federal contractors.
Data Source	EEO-1 data file; Case Management System (CMS) Completions Data; Federal contractors' data; and compliance evaluation results of scheduled contractors
Baseline	<p>FY 2002 and FY 2001:</p> <ol style="list-style-type: none"> 1. In FY 2001, the incidence of serious violations indicating discrimination among evaluated contractors reported in CMS measured 12.5 percent. 2. In FY 2001, compliance among evaluated contractors in all other respects of equal opportunity workplace standards (i.e., performance under plan, EEO policies, recordkeeping and support data, and failure to develop AAP) reported in CMS measured 57 percent.
Comment	DOL/OFCCP is exploring ways to improve its selection and investigation techniques to improve efficiency in identifying non-compliant contractors. The improved selection and investigation process will have a significant impact on compliance findings. In addition, in order to ensure data integrity in CMS, DOL/OFCCP will audit the system to identify problem areas and make numerical adjustments as appropriate. Through compliance assistance and other contacts, such as compliance evaluations, DOL/OFCCP plans to continue educating members of contractor community on compliance techniques, thereby reducing the proportion and severity of noncompliance determinations. Should ESA/OFCCP's compliance assistance activities prove as effective as anticipated, ESA plans to expand its compliance assistance efforts by reaching more employers in its contractor universe in FY 2004.

Performance Goal 3.2B	
FY 2004: Increase the employment of persons with disabilities who participated in DOL financial assistance programs under WIA.	
FY 2003: States that receive financial assistance under the Workforce Investment Act provide benefits and services in a non-discriminatory manner, as evidenced by: (a) the reduction in the number of allegations of disparate impact on the basis of disability; and, (b) the decrease in the number of disparate treatment claims filed on the basis of disability.	
FY 1999 – 2002: N/A	
Results	FY 1999 – 2002: N/A
Indicator	<ul style="list-style-type: none"> • FY 2004: • Increase the number of Job Corp terminees with disabilities who successfully completed the Job Corps program by 1%. • Increase the percentage of persons with disabilities who exited the WIA system and who received intensive and training services by 1%. • Increase the percentage of persons with disabilities who are registered in the WIA adult program by 1%. FY 2003: <ul style="list-style-type: none"> • Technical assistance reviews conducted of a representative sample of One-Stop Centers in the One-Stop systems of the cities of New York City and Miami. • The nature and number of discrimination complained filed nationwide under Title I of the WIA, Wagner-Peyser Act, Unemployment Insurance, and against DOL-operated Job Corps Centers based on a longitudinal study conducted in FY 2003 and spanning FY 2002 through FY 2004. • Specialized Alternative Dispute Resolution (ADR) training for the State of New York's mediators and Equal Opportunity representatives conducted in FY 2003.
Data Source	ETA WIA management information system (Wizard) program termination data ETA Job Corps Program Year data
Baseline	<ul style="list-style-type: none"> • PY 2002 completion levels. • PY 2002 levels • PY 2002 levels
Comments	WIA services are categorized as core, intensive and training services. Data on characteristics such as disability is captured for persons receiving intensive and training services only. Intensive services include comprehensive and specialized assessments of skill levels, diagnostic testing, in-depth interviewing, counseling and career planning. Training services include occupational skill training, on-the-job training and job readiness training. A more complete definition of intensive and training services can be found in sections 134 3 (C) and 134 4 (D) of the Workforce Investment Act. Indicator data may be subject to change as a result of WIA Reauthorization in FY 2004.
Performance Goal 3.2C	
FY 2004: Reduce employer-employee employment issues originating from service members' military obligations conflicting with their civilian employment.	
<ul style="list-style-type: none"> • Establish a baseline of key problem areas for reduction in USERRA cases filed by veterans or service members 	
FY 2003-1999: N/A New goal in FY 2004.	

Results	NA
Indicator	Indicators will be established to target reductions in USERRA compliance problems that are most severe and pervasive based on survey of veterans and service members covered by USERRA.
Data Source	Survey to be conducted every two years
Baseline	First survey to be conducted in FY 2004, baseline established in FY 2004